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ABSTRACT

In response to a legislative directive, this report provides salary information on part- and full-time faculty in California's community colleges. Introductory material reviews the history and preparation of the salary report. Part 1 deals with full-time faculty, including tables showing: (1) salary schedules for the University of California (UC), California State University (CSU), and Sonoma County Junior College District; (2) salary ranges in 20 community college districts; (3) academic qualifications required to attain highest scale and step; (4) average salaries; (5) cost of living adjustments; (6) average salaries and cost of living adjustments at UC, CSU, and the community colleges; (7) stipends/bonuses offered by community colleges; (8) regular number of weekly faculty contact hours; (9) number of overload hours; and (10) hourly compensation for overload assignments. Part 2 focuses on part-time faculty and provides information on the advantages and disadvantages of using part-time faculty; a 1982 report on employment patterns within the California community colleges; legislation limiting the use of part-time faculty; percentages and numbers of full- and part-time faculty from 1979 to 1982; numbers and percentages of weekly contact hours for full- and part-time faculty; and compensation of part-time faculty. Part 3 summarizes findings. (LL)

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FACULTY SALARIES IN THE CALIFORNIA COMMUNITY COLLEGES
1982-83 Academic Year

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CALIFORNIA POSTSECONDARY EDUCATION COMMISSION

1020 Twelfth Street, Sacramento, California 95814

VC 830 456

The California Postsecondary Education Commission was created by the Legislature and the Governor in 1974 as the successor to the California Coordinating Council for Higher Education in order to coordinate and plan for education in California beyond high school. As a state agency, the Commission is responsible for assuring that the State's resources for postsecondary education are utilized effectively and efficiently; for promoting diversity, innovation, and responsiveness to the needs of students and society; and for advising the Legislature and the Governor on statewide educational policy and funding.

The Commission consists of 15 members. Nine represent the general public, with three each appointed by the Speaker of the Assembly, the Senate Rules Committee, and the Governor. The other six represent the major educational systems of the State.

The Commission holds regular public meetings throughout the year at which it takes action on staff studies and adopts positions on legislative proposals affecting postsecondary education. Further information about the Commission, its meetings, its staff, and its other publications may be obtained from the Commission offices at 1020 Twelfth Street, Sacramento, California 95814; telephone (916) 445-7933.

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INTRODUCTION

In February 1979, the Legislative Analyst recommended in his Analysis of the Budget Bill for 1979-80 that the Commission include information on Community College faculty salaries in its annual faculty salary reports. Responding to this recommendation, in April 1979 the Commission published a report on Community College salaries as Chapter Two of its final salary report for 1979-80. That chapter included Community College faculty salary data for 1977-78 but not for 1978-79 (the then current year), since the Chancellor's Office of the California Community Colleges had abandoned such data collection as part of the cutbacks resulting from passage of Proposition 13 in June of 1978.

Subsequently, the Commission staff proposed that the submission of Community College faculty salary data be formalized, and for this purpose the Legislature appropriated \$15,000 to the Chancellor's Office--the amount that office indicated would be needed annually for the task. In August 1979, the Commission staff outlined for the Chancellor the specific information desired (reproduced in the Appendix on pages 21-25 below), and asked the Chancellor's staff to submit 1978-79 data by November 1, 1979, and data for subsequent fiscal years by March 1 of each of these years.

Despite annual appropriations for data gathering, until this year the Chancellor's Office encountered many problems, both in data collection and analysis, including inconsistencies in headcounts, missing data in several faculty categories and occasionally in all categories for individual districts, and confusing and incomplete data for stipends or bonuses. Prior to 1981-82, the Chancellor's staff compiled the reports largely by hand, but due to dissatisfaction with that process on the part of both the Chancellor's Office and Commission, the Chancellor's Office instituted an entirely new computerized data collection system for 1981-82. Unfortunately, this system failed to produce any usable data by March 1 of last year, a circumstance that led the Commission to urge, and the Legislature to adopt, the following budgetary control language in the 1982-83 Budget.

Up to \$13,380,000, representing 1 percent of the apportionment of each district, may be expended only if the chancellor's office submits 1982-83 statewide data on faculty salaries to the California Postsecondary Education Commission by March 15, 1983. The commission shall notify the Department of Finance by April 1, 1983, if the data submitted are not suitable for the commission's purposes. If the data are not suitable for the commission's purposes, the Department of Finance shall certify to the State Controller that this item should be reduced by not later than April 15, 1983. The chancellor's office shall allocate these reductions to any districts which failed to provide the faculty salary data requested by the chancellor's office. This allocation will be made at the rate of 1 percent of the 1982-83 apportionment of the noncomplying districts.

On February 6, 1983, fire destroyed the Chancellor's headquarters, including many of the computer programs and equipment necessary to generate the 1982-83

salary report. Accordingly, Chancellor Hayward requested an extension of the March 1 deadline until May 15, and all parties with an interest in the report agreed to the delay. Between March and May, staff of the Commission, the Chancellor's Office, the Department of Finance, and the Office of the Legislative Analyst negotiated the exact contents of the report, particularly with regard to stipend or bonus data that were missing in 1982 and that were incomplete in prior years. These negotiations completed, the Chancellor submitted the 1982-83 report on May 16, May 15 having fallen on a Sunday.

This second year's use of the computerized system has produced the most comprehensive and accurate report on faculty salaries yet submitted by the Chancellor's Office to the Commission and, indeed, the first complete report since the legislative directive of 1979. Termed the "Staff Data File," the report contains data on salaries, cost-of-living adjustments, number of faculty by employment classification, compensation by weekly faculty contact hours taught, stipends or bonuses paid, and various items of information relating to part-time faculty. It is a complex document, not only because of these many categories of data but also because the data are generated by 70 districts with widely varying salary administration policies. Indeed, it lacks some data which will have to be added in coming months, particularly with regard to cost-of-living adjustments and average salaries paid, since 27 districts were unable to report by the survey deadline their current-year mean salaries adjusted for the effect of cost-of-living changes during 1982-83. The Chancellor's staff was able to indicate percentage changes in the overall ranges for eight of those districts in its attachment to the Staff Data File, but it could not incorporate them into the mean salary figures of the file. On May 16, Commission staff telephoned administrators of the remaining 19 districts and received cost-of-living figures for seven more districts, but the remaining 12 still had not completed negotiations on current-year salary adjustments by then. Most of these 12 districts are going to "fact finding," since their respective faculty organizations and administrators were unable to reach agreement--a fact that probably reflects the fiscal stringency currently affecting many districts. Eight of the dozen are under collective bargaining agreements, but only one of them--Imperial, with the fourth lowest average salary among the 70 districts--is among the lowest paying of the 70.

For such reasons, in transmitting the Staff Data File, Chancellor Hayward stated that the March 15 deadline specified in the budgetary control language is too early and that "any reporting date earlier than May 15 cannot be met with any assurance for data quality." He proposed discussing this problem further with legislative and Commission staff. Given the lateness of the decision-making process in many districts, his observation has merit, and will be discussed in the coming months.

Based on the Staff Data File, the following pages discuss Community College faculty salaries in two major sections, the first dealing with full-time faculty, and the second with part-time faculty. A brief third section summarizes the findings of the other two parts.

ONE

FULL-TIME FACULTY

Unlike faculty at the University of California and the California State University, who are paid on a statewide schedule categorized by the ranks of professor, associate professor, assistant professor, and instructor, Community College faculty are paid on schedules that vary widely by district, that are not categorized by rank, and that are based on the same compensation principles as those in the elementary and secondary schools where salaries are generally determined by a combination of years of service and academic credits. For example, Table 1 shows the 1982-83 salary schedules for full-time faculty in the University and the State University along with that for a representative Community College district (Sonoma County). As can be seen, besides steps for length of service, the Community College schedule has several "classes" or ranges (six in the Sonoma County example) based on academic attainment. (Not included in Table 1 are examples of stipends or bonuses above and beyond salary for such additional duties as coaching and administration, to be discussed separately later.)

While the Sonoma County schedule in Table 1 is representative of Community College salary mechanisms generally, salaries in other districts vary greatly below and above it, not only in terms of their highest and lowest steps, but also in terms of the spread between those steps and in the qualifications required to achieve them. Table 2 shows differences between the lowest and highest steps of the ten districts with the lowest starting salaries of the 70, and the ten with the highest terminal salaries. As it indicates, the Los Rios district, with the lowest starting salary of any district (\$10,006), has a terminal salary of \$34,856 that is 248 percent higher. Saddleback, in contrast, which pays the highest terminal salary of any district (\$45,223) offers first-step faculty \$20,080--only 125 percent lower than this top salary.

In most districts, progress to the highest steps is possible only by earning a doctorate, but this requirement is by no means universal. Thus among all 20 districts shown in Table 2, 17 require the doctorate for attaining the highest step, but in the other three districts it is possible to be placed on the highest salary scale or class only with the accumulation of a master's degree and some specified number of additional academic credits. Table 3 shows the range of options available throughout the system.

AVERAGE SALARIES AND COST-OF-LIVING ADJUSTMENTS

Table 4 shows the ten highest and ten lowest paying districts in California as of 1982-83. In six of the 20 cases, the mean salaries reported by the Chancellor's Office in its Staff Data File were not actual 1982-83 figures, since the districts had not completed salary negotiations by the time the file was compiled. Accordingly, the mean salaries for those districts represent 1981-82 salaries adjusted for the effects of merit increases and

TABLE 1 Faculty Salary Schedules for the University of California, the California State University, and the Sonoma County Junior College District, 1982-83

Rank and Step	University of California	California State University	Sonoma County Junior College District (Santa Rosa Junior College)						
			Step	Class I *	Class II	Class III	Class IV	Class V	Class VI ¹
Professor									
1	\$30,100	\$30,276	1	\$18,155	\$18,625	\$20,036	\$21,602	\$23,168	\$23,768
2	33,200	31,728	2	19,161	19,653	21,130	22,745	24,359	24,959
3	36,800	33,252	3	20,166	20,681	22,225	23,887	25,550	26,150
4	40,200	34,860	4	21,172	21,709	23,320	25,030	26,741	27,341
5	43,600	36,540	5	22,178	22,737	24,414	26,173	27,932	28,532
6	47,100	--	6	23,183	23,765	25,509	27,316	29,123	29,723
7	51,500	--	7	24,189	24,793	26,604	28,459	30,314	30,914
Associate Professor			8	25,195	25,821	27,698	29,602	31,505	32,105
1	\$24,600	\$23,976	9	26,200	26,849	28,793	30,745	32,696	33,296
2	26,000	25,116	10	27,206	27,876	29,888	31,888	33,887	34,487
3	27,600	26,316	11	--	--	30,982	33,030	35,079	35,679
4	30,000	27,576	12	--	--	32,077	34,173	36,270	36,870
5	33,100	28,884	13						
Assistant Professor			14						
1	\$19,700	\$19,044	15						
2	20,500	19,932	16	Professional Growth Increment ²			34,873	36,970	37,570
3	21,700	20,868	17						
4	23,100	21,852	18						
5	24,500	22,896	19						
6	25,900	--	20	Professional Growth Increment ²				37,670	38,270
Instructor									
1	\$16,800	\$17,412							
2	--	18,192							
3	--	19,044							
4	--	19,932							
5	--	20,868							

*Qualifications for classification:

I AB or less	III MA	V MA + 40 Units or AB + 75 Units with MA
II AB + 30 units	IV MA + 20 Units or AB + 55 Units with MA	VI Doctorate

Notes: 1. The holder of an earned doctorate shall receive \$600 annually in addition to his placement on the appropriate step in Class V.

2. Class IV, V, and Doctorate--Professional Growth Increment of \$700 at the 16th step with ten years of service at SRJC and 15 approved growth units earned after Step 12 placement.

Class V and Doctorate--Professional Growth Increment of \$700 with a minimum of four years service after the 16th step placement and 15 additional approved growth units earned.

Credits utilized to attain Professional Growth Increments may not be used for class advancement.

Sources: University and State University schedules: 1983-84 Governor's Budget. Sonoma County schedule: 1982-83 Staff Data File, California Community Colleges Chancellor's Office.

**TABLE 2 Faculty Salary Ranges in 20 Community College Districts
Including Ten With the Lowest Starting Salaries and Ten
With the Highest Terminal Salaries**

<u>District</u>	<u>Low Step</u>	<u>High Step</u>	<u>Dollar Difference</u>	<u>Percentage Difference</u>
Low Starting Salaries				
Grossmont	\$15,855	\$34,428	\$18,573	117.1%
Hartnell*	15,833	34,803	18,970	119.8
Lassen	13,481	30,163	16,682	123.7
Los Rios*	10,006	34,856	24,850	248.4
Mendocino	15,500	32,240	16,740	108.0
Monterey	15,214	37,087	21,873	143.8
Palo Verde	14,500	36,000	21,500	148.3
Peralta	15,143	30,226	15,083	99.6
Redwoods	16,012	31,546	15,534	97.0
San Francisco	14,577	36,057	21,480	147.4
Average	\$14,612	\$33,740	\$19,128	130.9%
High Terminal Salaries				
Cerritos	\$18,310	\$40,276	\$21,966	120.0%
Coast	17,726	40,866	23,140	130.5
El Camino	20,171	39,776	19,605	97.2
Long Beach	18,805	39,805	21,000	111.7
Rancho Santiago	18,508	39,555	21,047	113.7
Riverside	17,394	39,474	22,080	126.9
Saddleback	20,080	45,223	25,143	125.2
San Joaquin Delta	20,042	42,043	22,001	109.8
Sequoias	20,250	40,000	19,750	97.5
West Valley	17,913	40,863	22,950	128.1
Average	\$18,920	\$40,788	\$21,868	115.6%

*1981-82 schedule

Source: 1982-83 Staff Data File, California Community Colleges Chancellor's Office.

promotions but not cost-of-living adjustments. However, the cost-of-living adjustments for five of the six are now known and have been factored in. In the case of the remaining unknown (Imperial), no cost-of-living adjustment is likely to be approved this year.

Several facts emerge from Table 4.

- First, most of the high-paying districts are in suburban communities, while most of the low-paying districts are in rural communities. The notable exception is second-to-the-bottom Peralta which, while primarily urban, includes Feather River College.
- Second, in spite of no cost-of-living adjustments in 1982-83 for all State employees, including University and State University faculty, a

TABLE 3 *Academic Qualifications Required to Attain the Highest Scale and Highest Step on Community College District Salary Schedules*

<u>Qualifications</u>	<u>Number of Districts</u>	
	<u>Highest Scale</u>	<u>Highest Step</u>
Bachelor's degree plus some specified number of units (between 60 and 135)	8	4
Bachelor's and master's (generally with an additional number of units)	11	5
Master's degree plus some specified number of units (between 30 and 90)	15	7
Doctorate	34	52
Other	<u>2</u>	<u>2</u>
TOTAL	70	70

Source: Compiled from 1982-83 Staff Data File, California Community Colleges Chancellor's Office.

TABLE 4 *Average Full-Time Faculty Salaries, Cost-of-Living Adjustments and Number of Faculty in the Ten Highest and Ten Lowest Paying Community College Districts, 1982-83*

<u>District</u>	<u>Mean Salary</u>	<u>Cost-of-Living Adjustment</u>	<u>Number of Faculty</u>
Highest Average Salary			
Saddleback	\$39,365	10.0%	188
Sequoias	36,250	9.0	142
San Joaquin Delta	35,755	7.5	236
Cerritos	34,710	3.4	222
Mt. San Antonio	34,682	0.0	264
Contra Costa	34,595	4.0	408
El Camino	34,523	8.0	307
Mira Costa	34,238	5.5	69
Foothill-De Anza	34,188	5.25	363
Rio Hondo	33,999	5.0	175
Means Weighted	\$35,082	5.5%	---
Unweighted	35,231	5.8	237.5
Statewide Average	\$32,022	3.8%	209.6
Lowest Average Salary			
Napa	\$29,123	2.19%	83
Mendocino	29,039	0.0	31
Palo Verde	28,900	8.0	12
Cabrillo	28,799	0.0	159
Gavilan	28,634	0.0	59
Allan Hancock	28,457	2.2	106
Imperial	28,293	N/A	78
Lassen	28,111	0.0	33
Peralta	27,617	4.0	328
Siskiyou	27,607	0.0	44
Means Weighted	\$28,249	0.9%	---
Unweighted	28,458	1.6	93.9

Source: 1982-83 Staff Data File, California Community Colleges Chancellor's Office.

number of Community College districts were able to grant such increases--some of them substantial.

- Third, differences in these increases indicate that the wealthier districts are widening the gap between themselves and the poorer districts.
- Fourth, the average number of full-time faculty in the high-paying districts is not only greater than the statewide average of 209.6 but exceeds the average for low-paying districts by a wide margin--144 faculty members.

Table 5 categorizes 1982-83 cost-of-living adjustments for all 70 Community College districts by percentage increase. As noted earlier, 12 of the districts were still in the process of negotiating contracts for the current year at the time of the Chancellor's Office survey; but Table 5 shows that even if none of them grant any increase for this year, the average district cost-of-living adjustment will be 3.5 percent. Among the 58 districts that had completed salary negotiations, the increase is 3.8 percent.

Table 6 shows average salaries in all three of the public segments since 1978-79, and Table 7 compares cost-of-living adjustments for the same period. The average salaries shown in Table 6 do not include overload assignments for Community College faculty or any outside income in the four-year segments.

TABLE 5 *Cost-of-Living Adjustments in the California Community Colleges, 1982-83*

<u>Number of Districts</u>	<u>Range of Cost-of-Living Adjustments</u>	<u>Average Number of Faculty</u>
12	Unknown	324.5
17	0.0%	139.2
4	1.0 - 2.0	254.2
7	2.1 - 3.0	220.6
8	3.1 - 4.0	195.3
9	4.1 - 5.0	185.0
5	5.1 - 6.0	175.2
1	6.1 - 7.0	190.0
3	7.1 - 8.0	185.0
1	8.1 - 9.0	142.0
2	9.1 - 10.0	415.0
<u>1</u>	<u>10.1 - 11.0</u>	<u>26.0</u>
70	3.8%*	209.6
	3.5**	

*Weighted mean for 58 districts excluding those which were still negotiating cost-of-living adjustments for 1982-83.

**Weighted mean for 70 districts assuming all 12 districts still negotiating for 1982-83 will grant no increases for that year.

Source: 1982-83 Staff Data File, California Community Colleges Chancellor's Office.

TABLE 6 *Average Faculty Salaries at the University of California, the California State University, and the California Community Colleges, 1978-79 Through 1982-83*

<u>Segment</u>	<u>1978-79</u>	<u>1979-80</u>	<u>1980-81</u>	<u>1981-82</u>	<u>1982-83</u>	<u>Average Annual Change</u>
University of California	\$25,337	\$29,559	\$32,664	\$35,002	\$35,768	9.0%
California State University	22,401	26,111	29,012	30,992	31,331	8.7
California Community Colleges	24,123	25,785	28,273	29,773	32,022	7.3

Note: University and State University salaries are all-ranks averages reflecting both merit increases and promotions each year. They have not been reconciled to a common staffing pattern as is normally done in such comparisons since there is no way to apply rank-by-rank staffing to the Community College salary structures. Community College average salaries are understated each year due to the inability to include all range adjustments for all districts. In 1982-83, however, they have been adjusted upward to reflect known cost-of-living adjustments and with the assumption that unreported districts will grant no increase.

Source: Previous Commission and Chancellor's Office salary reports.

TABLE 7 *Cost-of-Living Adjustments at the University of California, the California State University, and the California Community Colleges, 1978-79 Through 1982-83*

<u>Segment</u>	<u>1978-79</u>	<u>1979-80</u>	<u>1980-81</u>	<u>1981-82</u>	<u>1982-83</u>	<u>Annual Average</u>	<u>Five-Year Increase*</u>
University of California	0.0%	14.5%	9.75%	6.0%	0.0%	6.05%	33.2%
California State University	0.0	14.5	9.75	6.0	0.0	6.05	33.2
California Community Colleges	6.0 (63)**	7.5 (55)	9.2 (52)	7.0 (69)	3.8 (58)	6.70	38.2

*Compounded annually.

**Numbers in parentheses indicate the number of districts reporting.

Source: Previous Commission and Chancellor's Office salary reports.

Tables 5, 6, and 7 indicate that while at least 41 Community College districts enjoyed cost-of-living increases in 1982-83, the overall salary and cost-of-living increases of all 70 districts over the past five years has not been substantially different from that of the four-year segments. The lack of cost-of-living increases in two of the five years at the University and the State University gives Community College faculty an overall gain, but most of this gain was mitigated by the substantial increases in 1979-80 and 1980-81 at the senior institutions. Further, even though the Community College cost-of-living increase was marginally higher for the entire five years (38.2 percent compared to 33.2 percent), the University and the State University enjoyed overall increases in average salaries greater than those in the Community Colleges -9.0 and 8.7 percent, respectively, compared to 7.3 percent. Consistent features of the data include a salary lead of between 5.0 and 17.6 percent for the University over the Community Colleges and approximate parity between the State University and the Community Colleges, with the Community Colleges leading in two of the five years (including the current year) and trailing in the remaining three, all by percentage differences of less than 5 percent with the exception of 1978-79, when they led the State University by 7.1 percent.

STIPENDS OR BONUSES

Virtually all institutions of higher education employ mechanisms for granting certain individuals additional compensation for various activities and credentials. California's public universities have built many of these incentives into their salary structure or assume them for entry into the salary structure. For example, one normal requirement for employment at both the University or the State University is possession of an earned doctorate, even though this requirement is occasionally waived if a candidate has exceptional qualifications. But if a faculty member becomes a department chairman or assumes some other duties, such as coaching, beyond his or her normal responsibilities, the universities normally provide released time from teaching or research to accommodate those new responsibilities. In some cases, the faculty member may be promoted to an entirely different salary schedule or be given an 11-month appointment.

The Community Colleges employ some similar devices, with the favorite--granting a stipend or bonus--used in various districts in impressive variety. The vast majority of additional payments are for the acquisition of an earned doctorate, but there are other reasons for granting them, including the following:

- Extra duty performed by full-time instructors;
- Division director, coordinator, or department director;
- Athletic director, head coach, or assistant coach;
- Instructional area representative;
- Professional certification;
- Anniversary increment; and
- Longevity increment.

This year's Staff Data File from the Chancellor's Office does not identify the reasons why stipends or bonuses were granted, but the amounts granted are shown in Table 8. The total amount granted was \$1,681,578, with the average stipend being \$1,392. (These amounts are included in the average salary figures presented previously in Tables 2, 4, and 6.)

TABLE 8 *Special Purpose Stipends or Bonuses Granted by California Community Colleges, 1982-83*

<u>Amount Granted</u>	<u>Number of Faculty Receiving Stipend</u>	<u>Percent of Total Stipends</u>
\$ 1 - \$ 400	49	4.1%
401 - 800	284	23.5
801 - 1,200	306	25.3
1,201 - 1,600	155	12.8
1,601 - 2,000	146	12.1
2,001 - 2,400	81	6.7
2,401 - 2,800	100	8.3
2,801 or more	87	7.2
TOTALS	1,208	100.0%

Source: 1982-83 Staff Data File, California Community Colleges Chancellor's Office.

As noted earlier, data on stipends or bonuses in prior years has been obscure at best and nonexistent for 1981-82, so few trends can be discerned from them. On April 6, 1983, however, in a memorandum to Hal Geiogoue of the Legislative Analyst's Office, the Chancellor's Office provided a breakdown of the 468 stipends or bonuses granted in 1979-80 and the 1,079 granted in 1980-81. In the former year, 86.3 percent were granted for possession of a doctoral degree, compared to only 69.0 percent in the latter year. From this, a highly tentative conclusion might be that the number of stipends or bonuses granted is increasing but that most of the growth is for purposes other than recognition of advanced academic accomplishment.

FACULTY WORKLOAD

The normal teaching load for full-time Community College faculty is 15 weekly contact hours, but many faculty teach overload assignments as well. Table 9 shows the distribution of faculty by number of hours taught, excluding overload assignments. This produces an average of 16.2 hours a week. If overload assignments are included, the average rises to 17.8 hours. The

average overload assignment for those faculty members teaching any overload is 4.6 hours. Table 10 shows the range of overload assignments for full-time faculty, while Table 11 shows average compensation per overload hour.

TABLE 9 *Number of Weekly Faculty Contact Hours Taught by Full-Time Community College Faculty on Regular Assignments, 1982-83*

<u>Range of Hours Taught</u>	<u>Number of Faculty</u>	<u>Percent of Faculty</u>
0.1 - 3.0	157	1.0%
3.1 - 6.0	457	2.9
6.1 - 9.0	677	4.3
9.1 - 12.0	1,449	9.2
12.1 - 15.0	5,907	37.5
15.1 - 18.0	3,119	19.8
18.1 - 21.0	2,268	14.4
21.1 - 24.0	772	4.9
24.1 - 27.0	520	3.3
Over 27.0	425	2.7
	<u>15,751</u>	<u>100.0%</u>

Note: Table D4 of the Staff Data File, from which this table is adapted, indicates that 15,751 full-time faculty were involved in teaching during 1982-83, a total that diverges from those in several other tables of the file, as follows:

<u>Table</u>	<u>Number of Faculty Reported</u>
A - Number and Full Time Equivalent (FTE) Faculty	16,419
D-1 Employment Classification	16,419
D-2 Length of Annual Employment	16,419
D-3 Employment Status	16,419
D-4 WFCH Taught	15,751
D-5 Salary Distribution	14,674
D-9 Salary Without Stipends	14,668
D-10 Salary Distribution (Different Ranges)	14,674

The lower totals in Tables D-4, D-5, D-9, and D-10 are created by readily identifiable factors, including faculty on leave and therefore not teaching, faculty involved in non-teaching assignments, and faculty paid on an hourly basis and not on a contract salary. Accordingly, unlike past years, the Commission is confident that these numbers are as accurate as can be expected, subject only to errors at the district level, if any, that could not be discovered by the Chancellor's staff. Such errors are probably quite few in number since the data that districts submit for the purposes of the Staff Data File also satisfy other reporting requirements.

Source: Table D4, 1982-83 Staff Data File, California Community Colleges Chancellor's Office.

TABLE 10 *Number of Weekly Faculty Contact Hours of Overload Taught by Full-Time Community College Faculty, 1982-83*

<u>Range of WFCH Taught</u>	<u>Number of Faculty</u>	<u>Percent of Faculty Teaching and Overload</u>	<u>Percent of Total Faculty</u>
0.1 - 3.0	2,465	44.7%	15.6%
3.1 - 6.0	2,355	42.7	15.0
6.1 - 9.0	562	10.2	3.6
Over 9.0	132	2.4	0.8
	<u>5,514</u>	<u>100.0%</u>	<u>35.0%</u>

Source: Table D6, 1982-83 Staff Data File, California Community Colleges Chancellor's Office.

TABLE 11 *Hourly Compensation for Full-Time Community College Faculty Members With Overload Assignments, 1982-83*

<u>Compensation per Contact Hour</u>	<u>Number of Faculty</u>	<u>Percent of Faculty With Any Overload Compensation</u>
\$ 0.01 - \$10.00	0	0.0%
10.01 - 12.49	6	0.1
12.50 - 14.99	122	2.2
15.00 - 17.49	145	2.6
17.50 - 19.99	423	7.6
20.00 - 22.49	706	12.7
22.50 - 24.99	1,246	22.4
25.00 - 27.49	1,557	28.0
27.50 - 29.99	450	8.1
30.00 - 32.49	362	6.5
32.50 - 34.49	144	2.6
35.00 - 37.49	172	3.1
Over 37.49	<u>228</u>	<u>4.1</u>
TOTALS	5,561	100.0%

Note: The total of 5,561 faculty members receiving overload compensation shown here differs from the 5,514 total of Table 10 by 47 positions because not all Community College faculty receiving overload payments are engaged in teaching. A few are involved with special projects or assignments for which they receive overload payment but which are not reflected in the totals for classroom teaching. In all, these 47 faculty represent less than half a percent of the total.

Source: Table D7, 1982-83 Staff Data File, California Community Colleges Chancellor's Office.

It is not possible to compare faculty workload over time as Table 6 above did for salaries, since workload data have not been derived from the same reporting procedures each year nor arrayed consistently over all five years. A comparison of this year's and last year's Staff Data File, however, reveals that average workload changed little between 1981-82 and 1982-83--from 16.1 to 16.2 hours. Last year, average overload was 4.7 hours, compared to this year's 4.6. This change might imply that more workload was transferred from overload to regular assignments, but the difference of only a tenth of an hour in each case is too small to permit so general a conclusion. Should fiscal stringency continue into 1983-84 and this difference continue or grow, the potential of that conclusion will increase.

Average compensation per overload hour reached \$25.69 in 1982-83 compared to a reported average of \$22.65 in 1981-82 and \$23.22 in 1980-81. The 1981-82 figure is low due to an error in the San Mateo district data that year, where 422 faculty members supposedly taught at an average compensation rate of \$6.43 per hour, compared to 1982-83's 91 faculty members who earned \$27.97 per hour. Disregarding the 1981-82 figure, the increase since 1980-81 has been 5.2 percent per year.

Contract and regular faculty are generally not paid on an hourly basis, but their average compensation per contact hour can be estimated by multiplying average weekly faculty contact hours (16.2 in 1982-83) by the normal academic year for Community Colleges (35 weeks) and dividing the average statewide salary of \$32,022 by the result. This produces a computed salary of \$56.48 per contact hour, nearly 120 percent more than the rate for overload instruction. As can be imagined, this more than double rate for regular contact hours offers much incentive for administrators and district boards to permit overload assignments.

TWO

PART-TIME FACULTY

To a greater extent than either the University of California or the California State University, the California Community Colleges have traditionally used large numbers of part-time faculty, and for three principal reasons:

1. Part-time faculty can be used with far greater flexibility than full-time faculty;
2. They can bring professional expertise from business and governmental sectors which may present a different perspective than offered by full-time faculty; and
3. They are considerably less expensive to employ.

Despite these advantages, in recent years, part-time faculty have become an issue in Community College administration and finance. In the late 1970s, the number of part-time faculty increased rapidly, causing concern that educational quality might be eroding. For example, in 1981 the Commission noted that 88.4 percent of the new faculty hired in the fall of 1980 were part timers, and that by 1980-81 fully 64.5 percent of all Community College faculty were part time. The Commission also noted that the proportion of contact hours taught by part-time faculty had increased from 30.5 percent in 1978-79 to 32.0 percent in 1980-81, while the percentage taught by full-time faculty decreased from 40.0 percent to 36.6 percent and the percentage taught by faculty with overload assignments increased from 29.5 percent to 31.4 percent.

As a result of this concern, Assemblyman Vasconcellos introduced AB 1550 (Chapter 1177, Statutes of 1980) which directed the Chancellor's Office to report to the Legislature on employment patterns within the colleges with particular reference to the workload shares carried by full- and part-time faculty. That report, released in January 1982, indicated that by the spring of 1981, part-time faculty comprised 69 percent of all faculty--up six percentage points since the fall of 1980, although their share of the workload total remained at 34 percent.

Even before the release of that report, additional legislation established limits on the use of part-time faculty in the Community Colleges. AB 1626 (Chapter 103, Statutes of 1981) required that Community College districts not increase the proportion of contact hours taught by part-timers above the 1980-81 level. In March 1983, the Chancellor's Office reported that the 1980-81 level had been 37.35 percent rather than the 34.3 percent it had indicated in January 1982 and that the 1981-82 level was slightly lower at 36.57 percent (Board of Governors, 1983). (The 1981-82 Staff Data File of

the Chancellor's Office had indicated the 1981-82 level as 36.21 percent, but its lack of data from the Kern district probably accounted for the fractional difference.)

This year's Staff Data File indicates that 125,923 weekly faculty contact hours were taught by part-time faculty, compared to 255,360 taught by full-time faculty. These figures produce a 33.0 percent share for part-time faculty, a total well below the 1980-81 share of 37.35 percent as reported in March 1983 and slightly below the 34 percent share reported in January 1982.

NUMBER AND CONTACT HOURS OF PART-TIME FACULTY

The number of full-time faculty, full-time faculty overload, and part-time faculty from 1979-80 through 1982-83 are shown in Table 12 along with their respective weekly faculty contact hours. Regardless of the reliability of the 1980-81 figures, the 1981-82 figures are clearly suspect since the four districts absent from that year's total (Kern, San Joaquin Delta, San Mateo, and Sequoias) all employ relatively low proportions of part-time faculty. Earlier data from the Chancellor's Office salary reports indicated a major increase in the share of weekly faculty contact hours taught by part-time faculty between 1980-81 and 1981-82, but the Board of Governor's agenda item for March 1983 indicates a decrease in the share between those two years. One factor which may help account for this discrepancy is the fact that the definition of part-time faculty was changed between 1980-81 and 1981-82 in such a way that the number of part-time faculty should have increased slightly. Previously, any faculty member teaching at least a half-time load was considered full time, but in 1981-82, the definition was changed to a 60 percent load, thus throwing more instructors into the part-time category. It therefore seems appropriate to regard the figures for 1979-80 and 1980-81 as noncomparable to those for later years. In the future, however, it should be possible to track the involvement of part-time faculty with greater accuracy now that the definitions have been systematized.

COMPENSATION OF PART-TIME FACULTY

As stated earlier, one of the incentives for employing part-time faculty is their relatively low cost. In 1982-83, that compensation was reported to be \$21.74 per weekly faculty contact hour, an increase of \$1.24 or 6.1 percent from the previous year. This compares to 1982-83 averages of \$25.69 for full-time faculty working overload and \$56.48 for full-time faculty on salary, not counting fringe benefits. The difference of nearly 260 percent between the amount paid full-timers for regular assignments and that paid part-timers has remained virtually unchanged in the five years the Commission has produced Community College salary reports.

TABLE 12 *Number and Contact Hours of Full-Time and Part-Time
Community College Faculty, 1979-80 Through 1982-83*

<u>Item</u>	<u>1979-80</u>	<u>1980-81</u>	<u>1981-82</u>	<u>1982-83</u>
Number of Faculty				
Full Time	10,565	9,814	9,354	10,237
(no overload)	(70)	(70)	(66)	(70)
Full Time	6,563	6,260	5,659	5,514
(with overload)	(70)	(70)	(66)	(70)
Part Time	27,828	29,255	26,513	24,460
	(70)	(70)	(66)	(70)
Percentages of Faculty				
Full Time	23.5%	21.7%	22.5%	25.5%
(no overload)				
Full Time	14.6	13.8	13.6	13.7
(with overload)				
Part Time	61.9	64.5	63.9	60.8
Weekly Faculty Contact Hours				
Full Time	239,394	248,186	213,753	255,360
(no overload)	(67)	(65)	(66)	(70)
Full Time	25,062	23,391	26,542	25,402
(overload only)	(67)	(65)	(66)	(70)
Part Time	119,319	127,815	140,338	125,923
	(67)	(65)	(66)	(70)
Percentage of Weekly Faculty Contact Hours				
Full Time	62.4%	62.1%	56.2%	62.8%
(no overload)				
Full Time	6.5	5.9	7.0	6.2
(overload only)				
Part Time	31.1	32.0	36.8	31.0

Note: Numbers in parentheses indicate the number of districts reporting. Numbers of faculty for 1979-80 and 1980-81 are based on headcount estimates prepared by the Chancellor's Office for 100 percent of the Community Colleges. Contact hour totals for these years are those actually reported for 67 and 65 districts, respectively.

Source: Previous Chancellor's Office salary reports.

THREE

SUMMARY

This is the Commission's fifth annual report on faculty salaries in the California Community Colleges but the first based on complete and accurate data from the Chancellor's Office.

These data lead to the following findings:

1. Salary structures in the California Community Colleges evolved from the elementary and secondary schools and remain virtually identical in form to those in school districts. They are based on a combination of years of service and degrees and credits earned, while those for the University of California and the California State University are based on years of service and internal evaluations of faculty competence regardless of degrees earned or credits acquired. Where Community College salary schedules generally involve 20 or more steps and four to eight ranges or classes, with the ranges dependent on the acquisition of degrees and credits, University and State University schedules contain five to seven steps in a single range which includes instructors, assistant professors, associate professors, and full professors.
2. In most districts, access to the highest step of the salary schedule requires possession of an earned doctorate. In about half of the districts, access to the highest range of the schedule also requires the doctorate.
3. The estimated 1982-83 mean salary in the Community Colleges was \$32,022 compared to \$35,768 at the University of California and \$31,331 at the California State University. The highest-paying district was Saddleback at \$39,365, and the lowest paying was Siskiyou at \$27,607. The percentage difference between the two was 42.6 percent.
4. In general, the highest-paying districts were larger than average (237.4 faculty members for the ten highest-paying districts, compared to the statewide average of 209.6) and were located in suburban communities. The lowest-paying districts tended to be smaller (93.3 faculty members in the ten lowest-paying districts) and were located in rural communities.
5. In 1982-83, 17 districts granted no cost-of-living adjustments to their full-time faculty, and another 12 were still attempting to negotiate a salary contract for the current year as of May 16. Twenty-eight districts granted between 1.0 and 5.0 percent increases, and the remaining 13 granted between 5.1 and 11.0 percent. The statewide average increase for the 58 districts that had concluded salary agreements was 3.8 percent. If the remaining 12 districts granted no increase in 1982-83, the average would fall to 3.5 percent.
6. Since 1978-79, Community College faculty have received cost-of-living adjustments averaging 6.70 percent per year, compared to increases of 6.05 percent at both the University and the State University. The

cumulative increases since 1978-79 have been 38.2 percent for the Community Colleges and 33.2 percent for the universities. Nevertheless, when merit adjustments and promotions are included in the mean salary figures, University salaries have risen an average of 9.0 percent per year since 1978-79 compared to 8.7 percent at the State University and 7.3 percent at the Community Colleges.

7. Community College districts award stipends or bonuses in addition to regular salaries for a variety of purposes and accomplishments. The primary reason for granting such stipends is for acquiring the doctoral degree, but they are also granted for extra duty, departmental and division administration, coaching, longevity, and other reasons. Since 1978-79, the number of districts awarding stipends has not changed significantly. The average stipend was \$1,392 in 1982-83, and stipends were made to 8.2 percent or 1,208 of full-time faculty.
8. The number of weekly faculty contact hours taught by full-time faculty with regular assignments increased from 16.1 to 16.2 between 1981-82 and 1982-83. The mean overload per full-time faculty member teaching any overload decreased from 4.7 to 4.6 contact hours.
9. Since 1979-80, the number of faculty involved in overload assignments has decreased both in absolute terms and as a percentage of the total full-time faculty. In 1979-80, 38.3 percent or 6,563 of all full-time faculty taught some overload. In 1982-83, 35.0 percent or 5,514 did so. However, the percentage of contact hours taught on an overload basis by full-time faculty increased slightly from 9.5 to 10.0 percent of the total. Among all contact hours taught in Community Colleges, the percentage taught as overload increased from 6.5 percent to 6.7 percent over the four years for which data were available.
10. Part-time faculty continued to carry a large portion of the teaching load in the Community Colleges. Although data are incomplete for all years except 1982-83, it appears that the percentage of contact hours taught by part-timers has not changed significantly and continues to represent about a third of the total. The number of part-time faculty has also changed very little over the past four years and stands at 60.8 percent of all headcount faculty in the current year.
11. Full-time faculty earn approximately two-and-a-half times as much per contact hour as part-time faculty and a little more than twice the amount that full-time faculty earn from overload assignments. As of 1982-83, full-time faculty on regular assignments were paid about \$56.48 per weekly faculty contact hour, compared to \$25.69 for full-time faculty on overload assignments and \$21.74 for part-time faculty. This relationship has remained virtually unchanged since 1979-80.

APPENDIX

Letter from Kenneth B. O'Brien to Gerald Hayward
August 9, 1979

August 9, 1979

Gerald Hayward
Director of Legislative and
Public Affairs
California Community Colleges
1238 S Street
Sacramento, California 95814

Dear Jerry:

As you know, the Legislature took several actions during the current session concerning the reporting of salary data. The first of these emanated from the Legislative Analyst's report and requires the Commission to include the Community Colleges in our annual reports on University of California and California State University and Colleges faculty salaries. The second action appropriated \$15,000 to the Chancellor's Office for the purpose of collecting salary data for the 1978-79 and 1979-80 fiscal years. The latter action, however, did not specify the type of information to be collected.

It is my understanding that you discussed this subject with Bill Storey and agreed that we should develop a detailed list of the information we will require for our report. After that, I presume you will contact us if there are any questions or ambiguities.

Our questions fall into three categories: (1) full-time faculty, (2) part-time faculty, and (3) administrators. For each of these, we will need the following:

Full-time faculty

1. A listing of all salary classifications (e.g., BA + 30, MA, etc.) for each Community College district.
2. The actual salary at each step of each classification.
3. The number of faculty at each step of each classification.
4. The amounts of any bonuses that are granted to faculty, the number of faculty receiving them, the total salary of every faculty member receiving a bonus, and the reason for granting the bonus.

5. The percentage increase in salary granted (i.e., the range adjustment) for the fiscal year covered by the report.
6. The total number of full-time faculty in each district.
7. The mean salary received by those full-time faculty.
8. The total dollar amount paid to full-time faculty as a group.

Part-time faculty

1. The total number of part-time faculty employed by each district on both a headcount and full-time-equivalent (FTE) basis.
2. The mean salary paid to each headcount faculty member in each district.
3. The mean salary paid to each FTE faculty member in each district.
4. The total dollar amount paid to all part-time faculty in each district.
5. A summary of the compensation plan for part-time faculty members in each district.

Administrators

1. A list of all administrative positions (titles) in each district.
2. The salary schedule for each position.
3. The number of headcount and FTE employees occupying each administrative position.
4. The actual salary paid to each employee in each administrative position.
5. The percentage increase in salary granted (i.e., the range adjustment) for the fiscal year covered by the report.

Gerald Hayward
August 9, 1979
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A few words of explanation may be in order. The data requested for full-time faculty is very similar to that which has been collected by the Chancellor's Office for a number of years but which was not collected for 1978-79 due to Proposition 13 reductions. The only major difference relates to the detail on bonuses which was not clearly presented in prior reports.

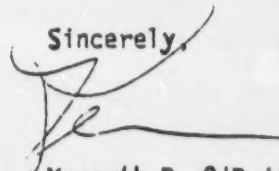
We are asking for data on part-time faculty because of objections raised by Community College representatives. At the time our preliminary report on Community College salaries was presented, many Community College representatives, including those from the Chancellor's Office, complained that the data were misleading because part-time faculty were not included. To avoid that difficulty in the future, it is imperative that data on these faculty be included in next year's report to the Legislature.

We are also asking for data on administrators because of the concerns expressed by both the Legislature (on the subject of academic administration generally) and various Community College faculty organizations. I am not sure we will publish any of the data on administrators but we do want to be able to respond to questions should they arise.

The final item concerns the dates for receipt of the data. As you know, we publish two salary reports each year. Since the University and the State University report to us each year by November 1, we think it would be appropriate to set November 1 as a reporting date (for the 1978-79 data) for the Chancellor's Office as well. For the 1979-80 data, we would like to have a report by March 1 so that we may include it in our final report to the Legislature. In future years, the March 1 date should become permanent.

If you have any questions concerning any of these matters, please let me know.

Sincerely,



Kenneth B. O'Brien, Jr.
Associate Director

KBOB:mc

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